



Role: Chief Executive Officer
Area: Ervia
Location: Dublin

Duration: 5 Years **Salary:** Competitive **Ref:** ERVIA

Ervia is a commercial semi-state company providing the strategic national gas and water infrastructure and services that underpin the growth of the Irish economy. Through our regulated business, Gas Networks Ireland, we build and operate one of the most modern and safe gas networks in the world. Irish Water, our other regulated business, is responsible for the operation and maintenance of Ireland's water and wastewater assets. Our third business, Aurora Telecom, provides high quality dark fibre broadband infrastructure. Ervia employs over 1,900 people who deliver services to 2.45 million customers daily. At Ervia, we have a pivotal role to play in enhancing the environment, leading the transition to a low carbon energy system, protecting precious water resources and increasing resilience.

The Role:

Reporting to the Board, the CEO will lead the organisation in the ongoing development, delivery and communication of Ervia's strategic agenda, including the separation of Irish Water by 2023 and the transition to a low carbon energy system. Through leadership of the Ervia Executive Team, s/he will be responsible for defining, planning, managing, directing, coordinating and controlling the overall operations of Ervia. This will include the initiation and enforcement of broad policies and procedures that support the accomplishment of Ervia's strategic objectives and programs of work. The CEO will also ensure key relationships are developed and maintained and will manage and sustain effective working relationships with stakeholders both internal and external.

Duties and Responsibilities:

- Work with the Ervia Board to identify key priorities and lead the execution of Ervia's strategic imperatives and deliverables.
- Translate the vision and strategy into organisational strategic objectives and deliverables by division.
- Successfully build and lead an effective, cohesive Ervia Management Team
- Ensure the successful achievement of the agenda of growth and transformation of Gas Networks Ireland
- Leadership of the Irish Water organisation through a period of major transformation and change
- Ensure the successful delivery of the transformation of Ireland's water and wastewater services and infrastructure
- Agree and review performance targets and ensure their delivery.
- Establish external and internal communications in line with strategic goals.
- Ensure that effective working relationships with stakeholders are developed, managed and sustained.
- Lead staff and management in ensuring the culture within Ervia is aligned to the delivery of the strategy through significant transformation.
- Ensure organisational structures and operating systems are optimised to ensure achievement of strategic objectives including the implementation of major change programmes.
- Ensure business processes are in place and are fit to deliver overall strategic objectives.
- Keep the Board informed about policy issues.

- Ensure skills, competencies and experience are appropriately developed and applied across the organisation in line with the changing environment and subsequent business challenges.
- Ensure that good working relationships are maintained with staff representative groups while at the same time driving a change agenda to create a high performance culture.

Required Knowledge, Skills and Experience:

- A proven track record of outstanding business performance at or near Chief Executive level in a large, complex, customer focused environment, ideally in the Utilities or Infrastructure sectors.
- Substantial experience of leading and implementing significant organisational transformation.
- Proven capability to engage and influence a broad range of stakeholders, ideally in a regulated utilities environment.
- Extensive experience of successful creation and delivery of strategic objectives in a rapidly-changing and challenging environment.
- Strong business and commercial acumen and focus.
- A proven track record in delivering excellent external communications.
- A demonstrated ability to attract and develop a high performing team.
- An ability to think strategically in a rapidly changing and challenging environment.
- Commitment to ensuring the highest levels of customer satisfaction are sought and achieved.
- Proven ability to identify and drive appropriate strategic direction and be able to communicate that vision and purpose to a broad audience.

Desirable Skills, Qualifications and Experience:

- Qualified at undergraduate and ideally at post graduate level (MBA, MBS)
- Experience of working in a commercial semi-state environment, ideally in a regulated environment, beneficial but not essential.
- Experience of leading a multi-utility company is an advantage.

Candidates should apply, stating how they meet the above requirements, enclosing a curriculum vitae and quoting reference ERVIA to John Glenny, MERC Partners, 11/12 Richview Office Park, Clonskeagh, Dublin 14. Tel: +353 1 2066700, Fax: +353 1 2830550, Email: ervia@merc.ie.

View the job advertisement here <https://merc.ie/current-opportunities/chief-executive-officer-ervia/>

The closing date for receipt of applications for this vacancy is 18th October 2019